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57-0718

MEMORANDUM FOR: Director of Personnel

SUBJECT : Personnel Turnover/Relocation at Langley, Virginia

1. Members of my staff have discussed with employees of the Atomic Energy Commission, problems of common interest concerning the relocation of our respective agencies.

2. While the completion of our new building and the movement of personnel will not take place until 1960, some planning in the near future to prevent excessive personnel turnover may be desirable. A portion of a memorandum on the Atomic Energy Commission Personnel Office findings as set forth in a report by Mr. [redacted], Executive Officer, Building Planning Staff, [redacted] is set forth below.

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"4. Mr. Bostock commented upon the problems they are anticipating relative to personnel turnover conditioned by their move, and the difficulty of developing reasonable plans to compensate or counteract the expected trend. They have attempted to survey the employee attitudes and reactions to the move but have been unable to develop any information they feel they can consider reliable. They are expecting an approximate 40% replacement problem among the stenographic and clerical personnel, but cannot make any prognostication regarding technical and professional people. He expressed some personal incredulity that, even now with the building about 2/3 complete, employees of the Commission have not accepted the fact that the agency really intends to move. They are deeply concerned that this attitude inertia is so fixed that their people are delaying their personal planning to a point where the actual realization of the move will result in chaotic confusion. They are so concerned with this problem that they have engaged a firm of Industrial Psychologists to study these attitudes and recommend appropriate counteracting action.

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"5. In this connection, Mr. Bostock, from a personal standpoint, urged that CIA, as well as any other agency planning a move, begin at the earliest possible time to educate their people about the proposed move of their offices. He indicated that the Atomic Energy Commission is developing an historical file of their experience in these matters which they plan to have available for use by other agencies, and suggested we might like to review it to derive whatever benefit possible from their experience to date. He expressed his personal belief that planning of this type should begin no later than two years in advance of the planned moving date."

3. The Atomic Energy Commission expects to move to their new building in December of this year and their actions concerning employee turnover must be made immediately. Our move is many months away but it may be desirable to bring this future problem to the attention of your Planning Staff.

L. K. WHITE
Deputy Director
(Support)

SA/DDS/RBJH:epr(27 Feb 57)

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